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G.O. No. 350.

Dated 2.12.47

[Despatch Abstract.]

L.A.Qn. August 1947 - Confidential reports on officers - Maintenance - Papers recorded.

LEGISLATIVE ASSEMBLY PROCEEDINGS DATED 24-9-1947.

Maintenance of confidential sheets by officers.

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*999 Q.-SRI V. RAGHAVAYYA: Will the Hon. the Prime Minister be pleased to state--

(a) whether the practice of maintaining confidential sheets in respect of subordinates by their superior officers in the Revenue and other departments of the Government is still in vogue;

(b) if so, what is the method of its working;

(c) whether under this system the man against whom an adverse remark is made is given an opportunity to know the adverse remarks and the causes for the same; and

(d) whether there have been any representations in the past for the abolition of this procedure?

THE HON. DR. P. SUBBARAYAN:--"(a) The answer is in the affirmative.

"(b) Confidential sheets or personal files as they are called, are maintained in respect of each officer and are prepared every half year or at such intervals as may be prescribed. The object in instituting this system is to have on record all information necessary for correctly assessing the character, ability, etc., of the officer, which will be particulary useful when considering his case for promotion to higher posts. Personal files are maintained generally by an officer's immediate superior and scrutinized by the next higher authority.

"(c) The answer is in the affirmative only where the adverse remarks relate to remediable defects.

"(d) The Non-Gazetted Officers' Association, Madras, made a representation last year for the abolition of the system of maintaining personal files of officers. The recommendation was not accepted."

SRI V. RAGHAVAYYA:--"Do not the Government think that this system of maintaining confidential sheets highly confidential is likely to result in favourites and inefficient people getting promotion to the detriment of really efficient people?"

THE HON. DR. P. SUBBARAYAN:--"The Government think this system will give the best result with regard to the efficiency of the service and the capability of officers."

SRI V. RAGHAVAYYA:--"May I know whether the Government have any particular reasons, and if so, what they are, for not giving an opportunity to the concerned person to vindicate his conduct before he is punished, so that justice may be done to him?"

THE HON. DR. P. SUBBARAYAN:--"I have said in my answer to clause (c), that where the adverse remarks relate to remediable defects the concerned person is given an opportunity to know them, but in

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but in cases where there is nothing to correct in him there is no use in bringing the adverse remarks to his notice."

ABDUL HAMEED KHAN SAHIB BAHADUR:--"Sir, will the Hon. Minister be pleased to state whether it is advisable to condemn a man behind his back without giving him an opportunity to explain himself whenever a blackmark is to be recorded in the sheet?"

THE HON. DR. P. SUBBARAYAN:--"The Government have fixed a particular yard-stick to go on; and this is the yard-stick they have taken; and I can take the question no further."

SR. S. NAGAPPA:--"Sir, may I ask whether the Government in view of the fact that most of the confidential reports are more whimsical than practical (Laughter) will consider the desirability of obtaining the remarks of the non-officials of the districts concerned about their officers?"

THE HON. DR. P. SUBBARAYAN:--"Certainly not. Because I do not share the hon. Member's opinion which he has put forward here with regard to reports that come to the Government."

HON. MUHAMMAD ANWAR SAHIB BAHADUR:--"May I know as there are cases where the remarks are adverse and not communicated to the parties reported against, will the Government investigate and see whether they are justified?"

THE HON. DR. P. SUBBARAYAN:--"As I said, it is remedial defects that are communicated to the concerned party, as the hon. Member knows as well as I do, because he had been in Government service; and those points are considered before the confidential sheet is closed."

M. MUHAMMAD ISMAIL SAHIB BAHADUR:--"Sir, in view of the fact that the Government yard-stick of justice is at variance with the universally accepted one, will the Government consider the desirability of giving the condemned man an opportunity to explain himself?"

THE HON. DR. P. SUBBARAYAN:--"Sir, it is a relative opinion and I do not grant the hon. Member's premises."

SRI. P. NATESAN:--"May I know, Sir, if a subordinate gets into a superior position, he has got an opportunity of seeing his own confidential sheets?"

THE HON. DR. P. SUBBARAYAN:--"No, Sir."

SRI V.I. MUNISWAMI PILLAI:--"Is it not a fact,Sir, that the working of this system has been very satisfactory?"

THE HON. DR. P. SUBBARAYAN:--"I think, and the hon. Member will take it for granted, that I have had long experienee of administration of this province, and I can say with my experience that this system has worked satisfactorily."

HS. HUSSAIN SAHIB BAHADUR:--"Is it not possible that under this sytem different superior officers will enter different remarks conflicting with each other?"

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THE HON. DR. P. SUBBARAYAN:--"If that happens it is for the Government to decide which remark of which superior officer they should take into consideration, because they know the capabilities of the officers who make these remarks."

SRI PILLALAMARRI VENKATESWARLU:--"As the Non-Gazetted Officers' Association are thoroughly dissatisfied with the present system, will the Government consider to revise and change these rules?"

THE HON. DR. P. SUBBARAYAN:--"I am oblighed to the hon. Member for the information he gives; but the Goverm-ment have their views on the subject."

M. MUHAMMAD ISMAIL SAHIB BAHADUR:--"May I know whether there is a code of justice by which a man is condemned without giving him an opportunity to have his say, except perhaps in the case of detenus?"

THE HON. DR. P. SUBBARAYAN:--"The hon. Member knows with regard to this matter, and as far as I can see, as I said, I have had fairly long experience of administration, and I think, justice is being done. Persons who enter Government service know what the rules are, they know what the view of the Government is in these matters, and on the whole I feel the system has worked satisfactorily."

MOHAMED ABDUL SALAM SAHIB BAHADUR:--"Has the Hon. Leader of the House any objection to consult the non-official Members of this House about the officers in the districts?"

THE HON. DR. P. SUBBARAYAN:--"I am afraid if non-officials are allowed to look into confidential sheets it will lead to things which I do not think should happen in this province. I think it is not doing the right thing. I do not know where it will end."

SR. M.G. NATESA CHETTIYAR:--"Is it not a fact that confidential reports are mere personal opinions and they have no bearing on the inspection remarks?"

THE HON. DR. P. SUBBARAYAN:--"I am ~~dire~~ afraid I cannot take the opinion of the hon.Member that they have no bearing on the inspection remarks. Confidential reports are based on the work and conduct of the sub-ordinate Officers."

SRI D. V. RAMASWAMI:--"May I ask, when there is con-flicting opinion between personal remarks of different officers, which will get higher value in the eyes of the Government?"

THE HON. DR. P. SUBBARAYAN:--"I have already said, Government know the capabilities of their offi-cers and they take into consideration the opinion of the person whom they consider is entitled to weight."

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No further action is necessary in this file.
The papers may recorded in a G.O. for facility of futu reference.

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1-12-47.

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Legislative Assembly Question - August 1947 - Confidential Reports on officers - Maintenance Papers - Recorded.

/True copy/

R. Thiagarya 2.1.54
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Madras Record Office.

PSR. 28-xi-53.